

FEVS Army Trends

2014 and 2015 Data Review

GREATEST POSITIVE TRENDS

Army realized great gains between 2014 and 2015. The below information includes the areas of most significant gains as well as the areas that realized a 3% point gain or greater between 2014 and 2015.

Action Planning Areas:

1

Pay Satisfaction

Year-over-Year Change: +3.7%

Question 70 - Considering everything, how satisfied are you with your pay?
[Slide 16] (2015 raw score: 57.5%)

2

Opportunity to Improve Skills

Year-over-Year Change: +3.2%

Question 1 - I am given a real opportunity to improve my skills in my organization. [Slide 41] (2015 raw score: 60.6%)

3

Survey Results Use

Year-over-Year Change: +3.0%

Question 41 - I believe the results of this survey will be used to make my agency a better place to work. [Slide 61] (2015 raw score: 34.6%)

Areas with Greatest Gains:

#	Question	2014	2015	Trend
70	Considering everything, how satisfied are you with your pay?	53.80%	57.50%	3.70%
1	I am given a real opportunity to improve my skills in my organization.	57.40%	60.60%	3.20%
65	How satisfied are you with the recognition you receive for doing a good job?	42.00%	45.10%	3.10%
25	Awards in my work unit depend on how well employees perform their jobs.	34.00%	37.10%	3.10%
32	Creativity and innovation are rewarded.	33.60%	36.70%	3.10%
41	I believe the results of this survey will be used to make my agency a better place to work.	31.60%	34.60%	3.00%

EMERGING RISKS

While Army did not see any downward trends in EVS results between 2014 and 2015, there are key areas with less than 0.5% improvements.

Action Planning Areas:

1

Managers Work Well with Diverse Employees

Year-over-Year Change:
+0.4%

Question 55 - Managers/ supervisors/ team leaders work well with employees of different backgrounds. [Slide 22] (2015 raw score: 62.7%)

2

Expectation Clarity

Year-over-Year Change:
+0.5%

Question 6 - I know what is expected of me on the job. [Slide 25] (2015 raw score: 78.7%)

3

Effort to Improve Performance

Year-over-Year Change:
+0.6%

Question 8 - I am constantly looking for ways to do my job better. [Slide 44] (2015 raw score: 91.5%)

Areas with Emerging Risks:

#	Question	2014	2015	Trend
6	I know what is expected of me on the job.	78.20%	78.70%	0.50%
55	Supervisors work well with employees of different backgrounds.	62.30%	62.70%	0.40%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.20%	50.40%	0.20%
7	When needed I am willing to put in the extra effort to get a job done.	95.30%	95.40%	0.10%
16	I am held accountable for achieving results.	81.60%	81.70%	0.10%
36	My organization has prepared employees for potential security threats.	82.00%	82.00%	0.00%

SUPERVISORY TRENDS

The supervisor category trended upward by 1.38% from 2014 to 2015 indicating overall gains in the perception of supervisor quality by the Army workforce.

OPM Engagement Index Supervisor Questions:



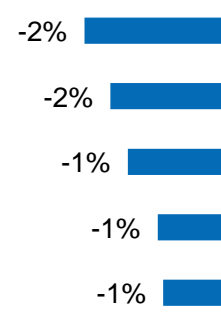
Immediate Supervisor Performance (Q52)

Confidence in Superior (Q51)

Development Support (Q47)

Manager Engagement (Q48)

Manager Respect (Q49)



Army Supervisory 2015 Score:

70.2%

Supervisor Trends:

#	Question	2014	2015	Trend
52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.70%	67.70%	1.00%
51	I have trust and confidence in my supervisor.	63.60%	64.80%	1.20%
49	My supervisor treats me with respect.	78.90%	80.00%	1.10%
48	My supervisor listens to what I have to say.	73.60%	74.70%	1.10%
47	Supervisors in my work unit support employee development.	61.30%	62.90%	1.60%

TREND SCORES

#	Question	2014	2015	Trend
1	I am given a real opportunity to improve my skills in my organization.	57.40%	60.60%	3.20%
2	I have enough information to do my job well.	70.50%	71.50%	1.00%
3	I feel encouraged to come up with new and better ways of doing things.	57.50%	59.50%	2.00%
4	My work gives me a feeling of personal accomplishment.	69.00%	70.50%	1.50%
5	I like the kind of work I do.	82.70%	84.10%	1.40%
6	I know what is expected of me on the job.	78.20%	78.70%	0.50%
7	When needed I am willing to put in the extra effort to get a job done.	95.30%	95.40%	0.10%
8	I am constantly looking for ways to do my job better.	90.90%	91.50%	0.60%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.90%	47.20%	1.30%
10	My workload is reasonable.	57.30%	58.20%	0.90%
11	My talents are used well in the workplace.	57.90%	59.50%	1.60%
12	I know how my work relates to the agency's goals and priorities.	80.90%	81.80%	0.90%
13	The work I do is important.	89.10%	89.80%	0.70%
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.90%	68.10%	1.20%
15	My performance appraisal is a fair reflection of my performance.	74.00%	75.30%	1.30%
16	I am held accountable for achieving results.	81.60%	81.70%	0.10%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.80%	63.30%	1.50%
18	My training needs are assessed.	49.20%	51.70%	2.50%
19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	71.90%	73.00%	1.10%
20	The people I work with cooperate to get the job done.	71.30%	72.10%	0.80%
21	My work unit is able to recruit people with the right skills.	37.10%	39.50%	2.40%
22	Promotions in my work unit are based on merit.	28.70%	30.90%	2.20%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.60%	26.60%	1.00%
24	In my work unit, differences in performance are recognized in a meaningful way.	29.80%	31.30%	1.50%
25	Awards in my work unit depend on how well employees perform their jobs.	34.00%	37.10%	3.10%
26	Employees in my work unit share job knowledge with each other.	67.50%	69.00%	1.50%

TREND SCORES

#	Question	2014	2015	Trend
27	The skill level in my work unit has improved in the past year.	48.20%	50.00%	1.80%
28	How would you rate the overall quality of work done by your work unit?	80.70%	81.40%	0.70%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.90%	70.80%	0.90%
30	Employees have a feeling of personal empowerment with respect to work processes.	43.90%	45.00%	1.10%
31	Employees are recognized for providing high quality products and services.	43.90%	46.50%	2.60%
32	Creativity and innovation are rewarded.	33.60%	36.70%	3.10%
33	Pay raises depend on how well employees perform their jobs.	18.30%	20.50%	2.20%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51.50%	53.70%	2.20%
35	Employees are protected from health and safety hazards on the job.	78.50%	79.40%	0.90%
36	My organization has prepared employees for potential security threats.	82.00%	82.00%	0.00%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	49.50%	50.80%	1.30%
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	63.40%	64.90%	1.50%
39	My agency is successful at accomplishing its mission.	77.40%	78.30%	0.90%
40	I recommend my organization as a good place to work.	59.60%	61.20%	1.60%
41	I believe the results of this survey will be used to make my agency a better place to work.	31.60%	34.60%	3.00%
42	My supervisor supports my need to balance work and other life issues.	77.50%	78.60%	1.10%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.90%	64.60%	1.70%
44	Discussions with my supervisor about my performance are worthwhile.	59.70%	61.00%	1.30%
45	My supervisor is committed to a workforce representative of all segments of society.	64.20%	65.90%	1.70%
46	My supervisor provides me with constructive suggestions to improve my job performance.	57.80%	59.20%	1.40%
47	Supervisors in my work unit support employee development.	61.30%	62.90%	1.60%
48	My supervisor listens to what I have to say.	73.60%	74.70%	1.10%
49	My supervisor treats me with respect.	78.90%	80.00%	1.10%
51	I have trust and confidence in my supervisor.	63.60%	64.80%	1.20%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.70%	67.70%	1.00%

TREND SCORES

#	Question	2014	2015	Trend
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.20%	40.10%	1.90%
54	My organization's senior leaders maintain high standards of honesty and integrity.	50.00%	51.80%	1.80%
55	Supervisors work well with employees of different backgrounds.	62.30%	62.70%	0.40%
56	Managers communicate the goals and priorities of the organization.	55.40%	56.60%	1.20%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56.50%	57.10%	0.60%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.20%	50.40%	0.20%
59	Managers support collaboration across work units to accomplish work objectives.	53.70%	55.00%	1.30%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.20%	56.10%	0.90%
61	I have a high level of respect for my organization's senior leaders.	51.10%	53.20%	2.10%
62	Senior leaders demonstrate support for Work/Life programs.	52.30%	53.70%	1.40%
63	How satisfied are you with your involvement in decisions that affect your work?	49.00%	50.70%	1.70%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	44.20%	46.10%	1.90%
65	How satisfied are you with the recognition you receive for doing a good job?	42.00%	45.10%	3.10%
66	How satisfied are you with the policies and practices of your senior leaders?	40.80%	42.20%	1.40%
67	How satisfied are you with your opportunity to get a better job in your organization?	29.20%	31.70%	2.50%
68	How satisfied are you with the training you receive for your present job?	47.50%	50.20%	2.70%
69	Considering everything, how satisfied are you with your job?	62.50%	64.60%	2.10%
70	Considering everything, how satisfied are you with your pay?	53.80%	57.50%	3.70%
71	Considering everything, how satisfied are you with your organization?	52.30%	54.40%	2.10%